2; Anonymous G-4,5 (no date) 1939 RB1 Baltic Countries RB1
Estonians R64

WAGES IN THE BALTIC COUNTRIES

BC 101

FOUR Baltic countries—Estonia, Finland, Latvia, and Lithuania—are related to one another not only by their geographical location on the eastern shores of the Baltic Sea but also by their historical background, for they all belonged to the former Russian Empire. Estonia, Latvia, and Lithuania were merely provinces of that empire, but Finland was an autonomous state, although with considerably restricted autonomy.

BC 162

Of these countries, Finland is the largest in territory and population, having about 3,365,000 inhabitants, while Estonia is the smallest, with about 1,127,000 inhabitants.

BC 105 511

The level of industrial development and relations and of educational standards in the Baltic countries more nearly resembles that of Scandinavian than of any other European group of countries.[1] Also, although wages are lower in the Baltic countries, it is generally agreed that the cost of living is also lower than in the Scandinavian countries.

Wages in Estonia[2]

E 465 745

The wage rates as indicated in the following tables represent the wages as received by workers, and include deductions for sickness and accident insurance. For sickness insurance, the deduction is 2 percent of the wages, to which the employer adds 4 percent. For insurance against accident no deduction is made, but 1 percent is contributed to the insurance fund by the employer alone.

AGRICULTURE

E 465 241

The shortage of farm laborers in 1937 affected the wage situation in Estonian agriculture, causing the wages to rise. Thus, for example, the average monthly wages of male farm hands employed on a yearly contract increased from 22.10 krooni [3] in 1936 to 27.20 krooni in 1937, or 23 percent. For females the increase was 22 percent, their average monthly wage rate for 1937 being 19.50 krooni. Farm workers employed on a summer contract were paid the following average monthly wages in 1937: Male laborers, 38.10 krooni, female laborers 27.10 krooni, and herders 19.80 krooni, representing increases of 23 percent, 22 percent, and 19 percent from the corresponding figures for 1936. Table 1 gives the wages for farm laborers in 1937, employed on both yearly and summer contracts, according to age. Averages for workers aged 18 to 50 are also shown by years from 1933 to 1937.

[1] See Monthly Labor Review, November 1938, pp. 1133-1144: Wages and Hours in Scandinavian Countries, 1937-38.

[2] Report of Edward Hunt, clerk of American Consulate at Tallinn.

[3] Kroon (100 senti) in 1936 to 1938—about 27 cents, U. S. currency.

2: Anonymous G-4, 5 (no date) 1939 RR1 Baltic Countries
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TABLE 1.—*Wages of Agricultural Laborers in Estonia, 1937, on Yearly and on Summer Contracts, by Age and Sex*

[Average exchange rate of kroon in 1937—about 27 cents]

Age of workers	Yearly contract (with board)				Summer contract (with board)			
	Average yearly wage		Average monthly wage		Average yearly wage		Average monthly wage	
	Males	Females	Males	Females	Males	Females	Males	Females
1937:	*Krooni*	*Krooni*	*Krooni*	*Krooni*	*Krooni*	*Krooni*	*Krooni*	*Krooni*
15–17 years	208.8	147.6	17.4	12.3	166.8	140.0	26.8	21.3
18–24 years	310.8	252.0	25.9	18.5	226.1	168.7	35.2	26.9
25–60 years	398.0	342.4	33.0	20.2	248.2	167.4	40.6	27.4
Over 60 years	266.8	235.6	24.9	18.8	205.5	131.8	33.4	22.2
Averages, 15–60 years:								
1933	172.8	128.4	14.4	10.7	121.6	90.2	19.5	14.7
1934	200.4	141.6	16.7	11.8	142.8	103.8	22.7	16.6
1935	224.4	157.2	18.7	13.1	163.4	116.0	26.2	18.4
1936	265.2	192.0	22.1	16.0	196.1	137.8	30.9	22.3
1937	326.4	264.0	27.2	19.5	237.9	167.0	38.1	27.1

Wages paid day laborers in Estonian agriculture vary according to season—seeding, haymaking, and harvesting. Table 2 gives the range in day laborers' wages (with board) according to season and the average for the three seasons for the years 1933 to 1937.

TABLE 2.—*Wages of Day Laborers in Estonian Agriculture, 1933 to 1937, by Sex and Year*

Year	Daily wage (with board)			
	Range, according to season		Average (3 seasons)	
	Males	Females	Males	Females
	Krooni	*Krooni*	*Krooni*	*Krooni*
1933	1.11–1.34	0.83–1.07	1.21	0.95
1934	1.30–1.55	.99–1.25	1.39	1.10
1935	1.47–1.80	1.10–1.40	1.60	1.20
1936	1.74–2.14	1.31–1.72	1.90	1.49
1937	2.06–2.53	1.57–2.05	2.29	1.80

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Herders are paid according to age. Average wages (with board) for the summer season and per month in 1937 were 108.9 krooni and 19.9 krooni, respectively. Herders up to 15 years of age received 77.0 krooni per summer season and 16.9 krooni per month; 15 to 17 years of age, 127.1 krooni and 20.6 krooni; and those over 17 years of age, 140.9 krooni and 22.5 krooni.

Monthly wages, according to contract, of agricultural laborers and general cost-of-living indexes are given in table 3 for the years 1933 to 1937.

2: Anonymous G-4,5 (no date) 1939 RB1 Baltic Countries
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TABLE 3.—*Monthly Wages of Agricultural Laborers and Cost-of-Living Indexes in Estonia, 1933 to 1937*

Year	Monthly wage (in kroons) of laborers on—						General cost-of-living index (1913–100)
	Yearly contract		Summer contract		Day work		
	Males	Females	Males	Females	Males	Females	
1933	14.4	10.7	19.5	14.7	29.0	22.8	98
1934	14.7	11.6	22.7	16.6	33.3	26.4	97
1935	15.7	12.1	26.2	18.4	36.4	31.2	98
1936	22.1	14.0	30.9	22.3	43.6	35.6	98
1937	27.2	19.5	36.1	27.1	55.0	43.2	104

INDUSTRIAL WORKERS

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There were partial increases in wage rates in Estonia in 1937, particularly in seasonal industries, such as the building trades and others. In table 4 average hourly wages and hours of labor per day are presented, according to size of establishment and by sex, for 1936 and 1937.

TABLE 4.—*Average Hourly Wages and Average Hours Per Day of Industrial Workers in Estonia, 1936 and 1937*

[Average exchange rate of Estonian cent in 1937—about 0.27 cent, U. S. currency]

Industrial enterprises employing—	Average hourly wages				Average hours of labor per day							
	1936		1937		First half of—				Second half of—			
					1936		1937		1936		1937	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
	Senti	*Senti*	*Senti*	*Senti*								
50 or more workers	37.4	24.2	40.5	25.9	8.06	7.91	8.11	7.79	8.13	7.84	8.14	7.85
20 to 49 workers	34.9	21.3	37.6	23.5	8.10	7.73	8.08	7.91	8.05	7.99	8.22	7.87
5 to 19 workers	30.9	19.5	33.0	20.8	7.91	7.78	7.91	7.85	7.96	7.79	7.95	7.79
Less than 5 workers	24.1	14.7	26.3	15.6	-----	-----	-----	-----	-----	-----	-----	-----

Average hourly wage rates of industrial workers in Estonia are presented in table 5, for the second half of 1937, according to size of establishment and by sex and industry.

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TABLE 5.—*Hourly Wage Rates of Industrial Workers in Estonia, Second Half of 1937, by Sex and Industry*

[Average exchange rate of Estonian sent—about 0.27 cent, U. S. currency]

Industry	Average hourly wage rate for enterprises employing—			
	20 workers or more		5 to 19 workers	
	Males	Females	Males	Females
	Senti	*Senti*	*Senti*	*Senti*
Average, all industries	41.2	25.8	33.6	21.2
Mines and quarries	44.3	29.9	32.2	19.8
Peat	48.7	35.2	31.9	19.8
Oil shale mines	45.1	26.8		
All others	30.0	23.6	32.2	
Working of minerals	40.5	20.7	37.8	20.1
Cement	38.2	23.5	43.7	22.2
Ceramic	37.9	22.0	35.1	20.0
Glass	45.9	18.9	36.0	19.5
All others	55.6		40.1	
Metal industry	44.9	26.1	34.6	19.8
Machine building and repairing	41.1	24.9	35.8	
Shipbuilding and repairing	45.0	22.6	34.1	
Railway and streetcar workshops	54.5	35.3	48.2	
All others	41.5	28.0	33.8	19.8
Chemical	38.0	27.2	37.8	22.2
Safety match	47.0	32.3		
Shale oil	37.7	23.0		
All others	38.5	27.2	37.8	22.2
Leather	35.9	22.5	30.5	17.1
Rawhide	37.5	22.4	33.1	20.6
Leather-goods manufacturing	29.8	23.0	22.5	14.9
Textile	34.6	26.6	31.8	22.3
Cotton	33.6	27.6	30.1	23.3
Wool	34.0	26.0	31.8	20.9
Flax	31.6	23.1	41.3	17.2
Cotton-cloth weaving, rayon and knitted wear	41.1	29.1	34.1	26.4
All others	33.8	25.7	27.3	19.9
Woodworking	39.5	25.8	31.4	21.1
Sawmills	34.0	20.2	28.8	17.4
Plywood and furniture manufacturing	44.7	29.8	34.1	30.8
All others	37.4	19.5	34.4	19.4
Paper	39.6	26.5	29.3	20.3
Woodpulp and paper manufacturing	39.7	27.8	27.5	18.1
Paper-goods manufacturing	37.8	24.3	30.9	20.3
Printing industry	48.4	31.5	33.8	21.2
Foodstuffs, spices and beverages, manufacture of	38.1	21.3	31.5	20.5
Flour mills	36.2	20.6	32.3	21.2
Chocolate and candy manufacturing	39.7	19.3	41.2	20.2
Slaughterhouses	37.4	23.3	46.4	27.7
Malt factories and beer breweries	37.9	22.9	41.7	20.7
Tobacco	49.7	27.8		22.1
All others	37.7	20.9	30.6	20.4
Wearing apparel	44.2	24.5	39.3	22.1
Clothing	46.7	24.7	41.8	23.1
Footwear	51.3	27.8	40.6	22.0
Haberdashery and fashion goods	30.3	20.7	23.7	17.6
All others			35.7	20.6
Building	41.7	22.5	39.7	23.0
Construction and repair of buildings	42.4	21.8	39.4	22.9
Exterior construction	40.7	25.8	39.9	
Public utilities	44.9	34.4	39.8	
Electrical power stations	43.3	34.4	33.6	
Gas plants and water-supply systems	59.4		67.7	
Cleaning	37.5	21.0	35.3	21.0

TRANSPORTATION

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Hourly wage rates of transportation workers (except railways and shipping) and of street-railway employees are given in table 6. These rates are for July 1937 and are shown by occupation and sex for the cities of Tallinn and Tartu.

2: Anonymous G-4,5 (no date) 1939 RB1 Baltic Countries
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TABLE 6.—*Hourly Wage Rates of Transportation Workers (Except Railways and Shipping) and Street-Railway Workers in Estonia, July 1937*

Occupation	Hourly wage rates (in senti)			
	Tallinn		Tartu	
	Males	Females	Males	Females
Bus drivers	43.1		34.0	
Bus conductors		23.9		18.7
Streetcars:				
Motormen	53.5			
Conductors	31.6	30.8		
Operators, 1-man cars	45.2			
Truck drivers	40.6			
Transport workers	30.5			
Port workers	64.0	38.3		
Warehouse workers	40.9	21.6		
Common laborers	31.8	26.0		

Wages in Finland [4]

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The labor legislation of Finland provides for an 8-hour day and a 48-hour week for practically every branch of labor with the exception of shipping, household work, and agriculture.

A worker is entitled to a 4-day vacation with full pay after 6 months and to 7 days with full pay after 12 months. Full wages are also paid for December 6, the Finnish Independence Day.

A maximum of 350 hours of overtime per year may be worked by employees over 18 years of age. Time and a half is paid for the first 2 hours and double time for subsequent hours of overtime. Double time is paid for Sunday and holiday work.

AGRICULTURE

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Of the farm laborers paid by the year, over 80 percent receive board; the remainder, in addition to board, receive payment in kind as well as cash wages. Practically all the female workers belong to the latter group. Payment in kind consists chiefly of wearing apparel, but in some cases also food products, land for cultivating potatoes, and grazing rights. In table 7, payments in kind calculated at current prices, but not board, are included in the wages.

TABLE 7.—*Average Annual Wages of Farm Workers in Finland, by Sex, 1936–37 and 1937–38*

[Average exchange rate of markka in 1937 and May 1938=2.2 cents]

Occupation and sex	With board			Without board		
	1936–37	1937–38	Percent of increase	1936–37	1937–38	Percent of increase
Males:	*Markkas*	*Markkas*		*Markkas*	*Markkas*	
Foremen	6,890	7,898	12.7	11,916	13,057	9.4
Hired men	3,357	4,328	28.9	7,589	8,974	18.6
Females:						
Born maids	4,090	4,809	19.8			
Maids	2,463	3,151	28.9			
Housekeepers	3,567	4,038	13.2			

[4] Report of B. Reath Riggs, American Consul at Helsinki.

2: Anonymous G-4, 5 (no date) 1939 RB1 Baltic Countries
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The data contained in table 8 cover farm workers who are paid largely in kind, receiving in most cases lodgings, heat, light, and provisions, but not wearing apparel, as in the case of workers paid principally in money. The estimated value of payments in kind, as well as average annual total wages for these workers in 1936–37, are shown in the table.

TABLE 8.—*Average Annual Wages of Farm Workers in Finland, and Estimated Value of Payments in Kind, 1936 and 1937*

[Average exchange rate of markka in 1937 and May 1938=2.3 cents]

Occupation and sex	Average annual money wages of workers paid largely in kind			Average annual wages in 1936–37				
						Payments in kind		
	1936–37	1937–38	Percent of increase	Total	Cash	Lodgings, heat, and light	Other benefits	Total
	Markkas	*Markkas*		*Markkas*	*Markkas*	*Markkas*	*Markkas*	*Markkas*
Males:								
Foremen	6,974	7,549	8.1	13,302	6,974	1,894	4,434	6,328
Hired men	3,574	4,455	15.8	9,894	3,574	1,619	4,102	5,720
Females:								
Born maids	5,543	6,296	13.6	8,921	5,543	1,138	2,240	3,378
Maids	3,629	4,153	14.4	6,675	3,629	823	2,223	3,046

Average payments in kind to farm workers in Finland in 1936–37 included grains, peas and potatoes, meats, salt herring, dairy products, salt, hay and straw, and the use of land to raise potatoes, etc. In all cases the quantities allowed to men were considerably higher than those for women.

In table 9 average daily wages for farm workers are shown. The month of February is taken as a basis for wages paid in the winter, and the month of July for wages paid in the summer. Most of the farm workers on a daily pay status receive board in addition to cash wages.

TABLE 9.—*Average Daily Wages of Farm Workers in Finland, 1936 and 1937*

[Average exchange rate of markka in 1936 and 1937=2.3 cents]

Daily wage—	1936		1937		Percent of increase	
	Winter	Summer	Winter	Summer	Winter	Summer
	Markkas	*Markkas*	*Markkas*	*Markkas*		
With board:						
Men	10.19	17.60	12.25	24.07	20.2	36.1
Women	7.62	10.70	8.96	14.15	18.1	32.2
Without board:						
Men	21.90	28.94	26.22	32.47	15.2	20.5
Women	15.85	17.23	18.44	20.27	11.5	17.0

LOGGING

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The logging industry in Finland is divided into 14 districts. For each of these districts, the Lumbering Wage Division of the Ministry of Communications and Public Works, in cooperation with employers and workers, fixes the daily wage standards to correspond with the

cost of living in different parts of the country. These standards are obtained by fixing the unit prices for different types of work performed, such as cutting and barking 1 cubic meter [5] of pulpwood, pit props, etc., and by adding up the average amount of work that an experienced and able-bodied lumberer or timber hauler accomplishes under normal conditions in an 8-hour day. The present unit price for cutting and barking a cubic meter cord of pulpwood or pit props of more than 10 centimeters [6] in thickness, ranges from 15.00 to 21.00 markkaa, and of less than 10 centimeters in thickness, from 22.00 to 31.00 markkaa, depending on the logging district. Lumberers engaged in cutting sawlogs are paid from 0.45 to 0.80 markka per cubic foot of barked log and from 0.30 to 0.55 markka per cubic foot of unbarked log. Timber haulers receive from 0.45 to 0.80 markka per cubic foot for the first kilometer [7] and 0.10 markka more for each additional kilometer. The actual earnings (see table 10) usually exceed the standard wages, since lumbering and timber hauling is piece work and 10-hour days are not uncommon. Lumberers and timber haulers and their horses are usually provided with lodgings by the logging companies during the logging season.

Inspectors appointed by the Lumbering Wage Division for the 14 logging districts see that the unit prices fixed in an agreement approved by the employers and workers are observed. Should the daily earnings in some district fall below normal, immediate measures are taken to increase the unit prices for work in that district.

Table 10 gives the standard wages and actual average daily earnings for lumberers and timber haulers (man, horse, and equipment).

TABLE 10.—*Standard Wage and Average Actual Earnings Per Day in Logging Industry in Finland, 1937 and 1938*

[Average exchange rate of markka in 1937 and May 1938=2.2 cents]

Occupation	Standard wage per day		Actual average earnings per day	
	1937	1938	1937	1938
Country as a whole:	*Markkaa*	*Markkaa*	*Markkaa*	*Markkaa*
Lumberers	32.68	38.51	39.81	47.06
Timber haulers (man, horse, and equipment)	80.84	112.36	97.99	134.01
14 districts:				
Lumberers	30.00- 45.00	22.34- 51.37	37.00- 53.00	42.18- 60.38
Timber haulers (man, horse, and equipment)	67.50-123.75	94.21-152.33	92.50-130.00	108.44-160.22

It appears from the above figures that the average daily earnings of lumberers during the winter of 1937–38 were 22 percent higher, and of timber haulers 10 percent higher, than in 1936–37.

Figures giving the average earnings of timber floaters are not available, but their hourly wage standards in 1938 ranged from 5.25

[5] Cubic meter=1.308 cubic yards.
[6] Centimeter=0.3937 inch.
[7] Kilometer=0.62137 mile.

2: Anonymous G-4, 5 (no date) 1939 E51 Baltic Countries
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465 markkaa in the Lapland district to 3.75 markkaa on the southern
313 coast. The corresponding maximum and minimum standards for 1937 were 5.00 and 3.50 markkaa, respectively.

VARIOUS INDUSTRIES

465 Wage statistics in Finland are based on data provided by employers' federations and are somewhat influenced by the fact that in some industries information is not available for small companies not affiliated with these federations. Furthermore, the level of wages is also largely dependent on the relative cost of living in the different communes in which the industries are located. Table 11 gives both hourly wages and average yearly earnings in specified industries for able-bodied workers over 18 years of age, by sex, for 1936 and 1937. The figures include overtime and piece-work pay as well as payments [511] in kind and other benefits. It is also noted that since the cost of living, according to official index figures, was 5 percent higher in 1937 than in 1936, the purchasing power of earnings did not increase as much as the figures in the table would indicate.

TABLE 11.—*Average Hourly Wages and Yearly Earnings of Industrial Workers in Finland, by Sex and Industry, 1936 and 1937*

[Average exchange rate of markka in 1936 and 1937=2.2 cents]

Industry	Males			Females		
	1936	1937	Percent of increase	1936	1937	Percent of increase
	Average hourly wages					
	Markkaa	*Markkaa*		*Markkaa*	*Markkaa*	
Blast furnaces and metal works	5.81	7.07	21.7	3.55	4.26	20.7
Machine shops	7.45	8.44	13.3	4.73	5.32	12.5
China and pottery factories	9.06	9.72	7.3	5.27	5.60	6.3
Spinning and weaving industry	6.93	7.34	5.9	4.08	4.37	7.1
Woolen mills	6.75	7.10	5.2	4.16	4.40	5.8
Cotton mills	6.97	7.46	7.0	4.02	4.25	5.2
Linen mills	7.30	7.32	.3	4.23	4.36	3.5
Hosiery factories	6.22	7.96	28.0	4.90	5.08	3.7
Pulp and paper mills	6.74	7.57	12.3	3.46	4.01	15.9
Mechanical pulp and cardboard mills	6.20	7.18	15.8	3.33	3.97	19.2
Sulphite mills	6.65	7.67	15.3	3.74	4.28	14.4
Sulphate mills	7.25	7.92	9.2	3.61	4.13	14.4
Paper mills	6.69	7.49	12.0	3.29	3.83	16.1
Sawmills and planing mills	6.03	6.83	13.3	3.20	3.63	13.4
Sugar refineries	7.59	7.94	4.6	4.86	4.81	5.5
	Average yearly earnings					
	Markkaa	*Markkaa*		*Markkaa*	*Markkaa*	
Blast furnaces and metal works	14,410	16,488	14.4	8,615	10,219	18.6
Machine shops	17,960	20,636	14.9	11,108	12,793	15.2
China and pottery factories	22,447	23,843	6.2	11,207	12,097	16.0
Spinning and weaving industry	16,417	17,623	7.3	9,061	9,932	9.6
Woolen mills	15,940	17,072	7.8	8,436	8,869	4.8
Cotton mills	16,620	17,939	7.8	8,816	9,902	12.3
Linen mills	16,831	17,411	3.4	9,660	10,375	7.5
Hosiery factories	14,220	18,907	32.7	11,065	11,546	4.4
Pulp and paper mills	17,097	19,229	12.5	8,807	9,903	14.0
Mechanical pulp and cardboard mills	15,956	17,881	12.1	8,372	9,716	13.3
Sulphite mills	17,388	19,586	12.6	9,286	10,627	14.4
Sulphate mills	18,263	20,048	9.7	8,965	10,075	13.5
Paper mills	16,918	19,197	13.5	8,136	9,284	14.4
Sawmills and planing mills	13,579	15,658	13.8	7,181	7,843	9.7
Sugar refineries	18,394	19,415	4.8	10,359	11,172	7.9

STREET-RAILWAY AND MOTORBUS WORKERS

Below are given the monthly wages paid in August 1938 by the municipally owned street-railway and omnibus company operating in Helsinki.

Motormen and bus drivers:	Wages per month (markkaa)
Basic salary	1,900
After 1 year's service	2,000
After 3 years' service	2,100
After 6 years' service	2,250
After 9 years' service	2,450

Conductors:	Wages per month (markkaa)
Basic salary	1,200
After 1 year's service	1,300
After 3 years' service	1,400
After 6 years' service	1,525
After 9 years' service	1,675
Charwomen (for 4 hours' work at night)	800

Hourly wages paid by the company to painters, carpenters, welders, joiners, switchmen, tracklayers, and other workers range from 9.00 to 12.00 markkaa.

The wages paid by the municipally owned street-railway companies in Turku and Viipuri are somewhat lower than in Helsinki.

Other bus and trucking companies.—The monthly earnings of bus drivers employed in different parts of the country vary from 1,100 to 2,000 markkaa and the weekly earnings from 300 to 500 markkaa. The conductors, usually women or young boys, are paid between 700 and 900 markkaa per month. In addition, drivers and conductors of long-distance busses usually have free meals when they are on the road.

Truck drivers are paid from 1,500 to 2,200 markkaa per month or from 400 to 600 markkaa per week. Those employed on the hourly basis get from 8.00 to 10.50 markkaa. A leading local cooperative wholesale association is now paying its truck drivers from 2,000 to 2,100 markkaa and the assistants from 1,800 to 1,900 markkaa per month.

That truck drivers in general are better paid than bus drivers is attributed to the fact that they enjoy no benefits beyond their wages and are better organized than bus drivers.

SEAMEN'S WAGES

Table 12 gives the wages of crews on Finnish engine-driven vessels engaged in overseas traffic. The wages were fixed by an agreement between the shipowners and the Seamen's Union on September 1, 1937, effective until September 1, 1938.

2: Anonymous G-4, 5 (no date) 1939 RB1 Baltic Countries
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TABLE 12.—*Monthly Wages of Seamen on Finnish Engine-Driven Vessels in Overseas Traffic, 1937–38*

[Average exchange rate of markka in 1937–38=2.3 cents]

Class	Wage per month		Class	Wage per month	
	Previous to agreement	Agreement, Sept. 1, 1937–38		Previous to agreement	Agreement, Sept. 1, 1937–38
	Markkas	*Markkas*		*Markkas*	*Markkas*
Carpenters	1,225	1,430	Donkeymen	1,150	1,350
Boatswains	1,150	1,350	Oilers	1,020	1,200
Seamen:			Motormen	1,020	1,200
Able-bodied	950	1,150	Firemen, senior	1,000	1,150
Ordinary	750	900	Firemen, junior	850	1,150
Apprentice	475	580	Trimmers	760	900

The monthly wages of stewards ranged from 1,900 to 2,400 markkaa and of cooks from 1,250 to 1,550 markkaa, depending on the size of the crew. The corresponding wages of stewardesses ran from 1,100 to 1,200 markkaa and of woman cooks from 900 to 1,000 markkaa.

The working day of deck and engine-room crews is fixed at 8½ hours, of which a half hour is devoted to clearing up and cleaning after the ordinary 8-hour day. The working day of stewards and cooks is 10 hours on freighters, with a maximum of 12 hours on passenger vessels.

The overtime pay on week days is 1/150 of the monthly wage and on Sundays 1/75 of the monthly wage. In loading and discharging the overtime pay after the first 2 hours is 1/75 of the monthly wage.

BUILDING TRADES

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Minimum hourly wages in the building trades in Helsinki are shown in table 13, effective from April 1, 1938, to April 1, 1939, according to the collective agreement.

TABLE 13.—*Minimum Hourly Wages in the Building Trades in Helsinki, Finland, April 1938–39*

[Average exchange rate of markka in 1937–38=2.3 cents]

Occupation	Minimum hourly wage, according to ability	Occupation	Minimum hourly wage, according to ability
	Markkas		*Markkas*
Carpenters working on scaffold	10.00–11.00	Helpers	8.75
Carpenters performing other work	11.00–12.00	Stonecutters	12.00–13.00
Bricklayers	11.00–12.00	Drillers	12.00
Brick carriers	9.50–10.50	Apprentices	9.50–12.00
Helpers	7.65– 8.50	Helpers	8.25– 9.00
Women carrying mortar	7.00– 7.50	Drivers, trucks of—	
Women otherwise employed	6.00– 6.50	2,000 kg. or more:	
Cement workers	11.00–12.00	With helper	43.00
Plasterers	11.00–12.00	Without helper	36.00
Concrete workers	11.00–12.00	Less than 2,000 kg.:	
Helpers	9.00–10.00	With helper	37.00
Concrete mixers	8.25– 9.25	Without helper	30.00
Winch operators	9.50– 9.50	Drivers, truck, not driving own trucks	9.50–10.50
Asphalt layers	11.00	Helpers	7.50– 8.50
Asphalt cookers	10.00		
Asphalt carriers	8.40		

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PRINTING AND PUBLISHING

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Table 14 gives the hourly minimum wages of printers and certain other workers in printing and publishing trades as fixed by collective agreements in Helsinki, Viipuri, and various other localities where the cost of living is highest in Finland. The difference between the minimum wages paid in districts where the cost of living is highest and districts where it is lowest is about 20 percent.

TABLE 14.—*Minimum Hourly Wages in Printing and Publishing Trades in Finland, by Occupation*

[Average exchange rate of markka in December 1937—2.2 cents]

Occupation	Minimum hourly wage—		Occupation	Minimum hourly wage—	
	Before agreement	Since agreement, Dec. 1, 1937		Before agreement	Since agreement, Dec. 1, 1937
	Markkas	*Markkas*		*Markkas*	*Markkas*
Printers	8.50	9.61	Lithographers, offset printers, chemigraphers, and rotagravure printers [1]	8.50	9.61
Apprentice printers:			Bookbinders [1]	8.50	9.61
First year	2.13	2.40	Bookbinders, women:		
Second year	2.81	3.17	First year	2.10	2.37
Third year	3.74	4.23	Second year	2.55	2.88
Fourth year	5.10	5.77	Third year	3.40	3.84
Sixth year	7.14	8.07	Fourth year and thereafter	5.05	5.71
Plate printers:					
First year	2.40	2.71			
Second year	3.60	4.07			
Third year and thereafter	4.80	5.43			
Special work	6.00	6.78			

[1] Apprentices—wages are same as those for apprentice printers.

Wages in Latvia [2]

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The working day of the industrial workers in Latvia is fixed at 8 hours and on Saturdays at 6 hours. Farm hands, ship crews, domestic servants, hospital employees, teachers, policemen, and employees of prisons are not subject to the 8-hour law, their working hours being covered by special regulations.

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Wage statistics represent hourly rates, and no figures are available indicating the earnings of piece workers. However, it is understood that the greater part of the piece work, especially in the manufacturing industries, is paid for in the form of bonuses, in addition to hourly wages, to workers who produce over a certain standard amount. Such additional earnings are included in the figures covering average net earnings per hour. In general, piece work is done whenever that basis is applicable. In Latvia it is common in some types of unskilled labor, such as logging, loading, and carting, as well as in skilled labor.

[2] Report of Allan Lightner, Jr., American vice consul at Riga.

2: Anonymous G-4, 5 (no date) 1939 RB1 Baltic Countries
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465 467 Overtime pay, including work on Sundays and holidays, is legally provided for on a percentage basis. Work may be done on Sundays and holidays only when such agreements have been made between the workers and their employers. Workers under 18 years of age may not work over 8 hours on ordinary weekdays and 6 hours on Saturdays. The rates of basic-wage increases for overtime are as follows: First 2 hours on weekdays (after the eighth hour on ordinary weekdays and the sixth hour on Saturdays), 50 percent additional; first 2 hours on Sundays and holidays, 75 percent additional; and third and subsequent hours (all days), 100 percent additional.

465 657 Family allowances are paid to the employees of Government and municipal organizations, including the State railways and Riga Municipal Street Railways, but not the Government-controlled industrial enterprises. The allowances amount to an increase of 8 percent of the worker's basic wage for each child under 17 years of age, or under 19 if attending school. The amounts paid are as follows:

	Family allowance per month (lats)
First child	9–15
Second child	12–15
Third and subsequent children	15

Agricultural workers who are married and permanently employed as farm hands receive family allowances for children under 10 years of age.

465 745 657 Sickness insurance is compulsory in Latvia and is administered under Government supervision by sickness-insurance societies. Under the law of July 10, 1930, it is applicable to all employees of private, Government, and municipal institutions and enterprises, as well as to employees of individuals. Total contributions amount to 7 percent of wages, of which 2 percent is deducted from workers' wages, employers contribute at the rate of 4 percent, and the Government 1 percent. Workers earning less than a minimum wage fixed by the Ministry of Welfare are not required to contribute. They are entitled, however, to benefits based on the minimum wage.

In addition to deductions for sickness insurance, industrial wages are also subject to deductions for an unemployment fund, used to provide employment on various public-works projects. The deductions amount to 1 percent on wages not exceeding 200 lats a month, and 2 percent on wages over that amount. Employers are required to contribute an equal amount to this fund.

INDUSTRIAL WORKERS

465 511 Wage rates in Latvia have increased during the past 3 years, but real wages are slightly lower than 3 years ago, as the cost of living has gone up more rapidly than wages. According to official index figures the average hourly net earnings of industrial workers in Riga

in February 1938 were 10.4 percent higher than in the same month of 1936. The cost-of-living index for workmen in Riga in February 1938 was 16.5 percent higher than in February 1936.

Indexes of net earnings and the average actual net earnings of skilled and unskilled laborers in all industries, are shown in table 15.

TABLE 15.—*Average Net Earnings Per Hour in Latvian Industry, and Indexes Thereof (Riga), 1936 to 1938, by Class of Worker*

[Average exchange rate of lat in February 1938 and February 1939—about 19 cents]

Class of worker	Index, average net earnings, Riga (1930=100)			Average net earnings per hour in—					
				Riga (20 or more workers)			Provinces (15 or more workers)		
	February 1936	February 1937	February 1938	February 1936	February 1937	February 1938	Year 1936	Year 1937	February 1938
				Lats	*Lats*	*Lats*	*Lats*	*Lats*	*Lats*
Skilled, male	78.2	77.4	84.5	0.64	0.65	0.71	0.46	0.48	0.52
Skilled, female	88.6	88.6	100.0	.39	.39	.44	.25	.27	.30
Unskilled, male	81.4	81.4	89.8	.48	.48	.53	.29	.45	.47
Unskilled, female	98.9	98.9	106.1	.31	.31	.35	.23	.24	.26

The cost-of-living index (1930=100) for workmen in Riga was 68 in February 1936, 71 in February 1937, and 80 in February 1938. Corresponding figures for workers in the Provinces are 73, 78, and 89, respectively.

Hourly net earnings for the month of February 1936 to 1938 are given by occupation in table 16.

TABLE 16.—*Average Hourly Earnings in Latvia, Month of February, 1936–38, by Occupation*

Occupation	Average hourly earnings in February—			Occupation	Average hourly earnings in February—		
	1936	1937	1938		1936	1937	1938
	Lat	*Lat*	*Lat*		*Lat*	*Lat*	*Lat*
Locksmiths	0.58	0.57	0.64	Engine operators	0.53	0.56	0.66
Lathe workers	.65	.65	.70	Mechanics	.81	.90	.87
Electricians	.55	.58	.65	Molders	.67	.68	.72
Carpenters	.59	.58	.65	Assemblers, machine	.61	.70	.82
Blacksmiths	.67	.69	.74	Coopers	.71	.81	.78
Kettlesmiths	.66	.80	.82	Bricklayers	.69	.61	.75
Painters	.55	.54	.54	Joiners	.53	.53	.60
Dyers	.61	.62	.64	Tinsmiths	.52	.61	.63

Average hourly wage rates and average hourly earnings, as of February 1938, are given in table 16 for specified industries by occupation, skill, and sex.

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TABLE 17.—*Average Hourly Wage Rates and Average Hourly Earnings in Latvia, as of February 1938, by Industry*

Industry, occupation, skill, and sex	Average hourly wage rates	Average hourly earnings	Industry, occupation, skill, and sex	Average hourly wage rates	Average hourly earnings
	Lats	*Lats*		*Lats*	*Lats*
Building trades:			Paper industry—Continued.		
Skilled workers	0.63	0.65	Workers under 18 years—		
Unskilled workers—			Male	0.24	0.25
Male	.48	.51	Female	.23	.23
Female	.29	.30	Apprentices	.28	.28
Apprentices	.28	.28	Printing and publishing:		
Plumbers	.71	.77	Skilled workers—		
Electricians	.57	.57	Male	.96	1.01
Carpenters	.58	.60	Female	.71	.84
Painters	.53	.51	Unskilled workers—		
Bricklayers	.74	.76	Male	.55	.56
Joiners	.57	.58	Female	.40	.40
Chemical industry: [1]			Workers under 18 years	.24	.26
Skilled workers—			Apprentices	.20	.20
Male	.65	.74	Printers	1.01	1.05
Female	.56	.65	Typesetters, machine—		
Unskilled workers—			Male	1.18	1.50
Male	.46	.29	Female	1.23	1.36
Female	.39	.42	Typesetters, hand—		
Workers under 18 years—			Male	.86	.86
Male	.35	.24	Female	.78	.79
Female	.38	.27	Binders	.89	.88
Foodstuffs:			Clickers	1.30	1.33
Skilled workers	.66	.72	Sawmills:		
Unskilled workers—			Skilled workers	.61	.60
Men	.47	.50	Unskilled workers—		
Women	.29	.32	Male	.39	.48
Boys	.28	.27	Female	.26	.32
Girls	.24	.24	Textile industry:		
Leather industry: [1]			Skilled workers—		
Skilled workers	.62	.70	Male	.59	.63
Unskilled workers—			Female	.34	.44
Male	.47	.62	Unskilled workers—		
Female	.32	.37	Male	.48	.50
Tanners	.64	.71	Female	.23	.36
Metal industry: [1]			Minors—		
Skilled workers—			Male	.28	.28
Male	.59	.67	Female	.27	.29
Female	.48	.50	Apprentices	.27	.32
Unskilled workers—			Weavers—		
Male	.44	.51	Male	.77	.83
Female	.30	.33	Female	.33	.47
Workers under 18 years—			Carders	.51	.52
Male	.27	.30	Dyers	.50	.53
Female	.20	.19	Spinners—		
Apprentices	.21	.23	Male	.57	.60
Locksmiths	.56	.63	Female	.34	.36
Electricians	.63	.63	Warpers		.91
Blacksmiths	.56	.77	Fullers	.53	.54
Kettlesmiths	.53	.52	Woodworking industry:		
Assemblers, machine	.59	.69	Skilled workers	.61	.64
Mechanics	.72	.71	Unskilled workers—		
Planers	.57	.68	Male	.43	.53
Molders	.65	.72	Female	.27	.30
Polishers	.56	.62	Minors	.27	.27
Lathe workers	.61	.69	Apprentices	.22	.22
Casters-molders	.57	.80	Reamers	.69	.68
Paper industry: [1]			Planers	.57	.56
Skilled workers	.49	.55	Carpenters	.59	.62
Unskilled workers—			Upholsterers	.59	.61
Male	.37	.49			
Female	.27	.29			

[1] Data relate to establishments employing 20 or more workers.

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Plywood manufacturing, which forms the greater part of the woodworking industry, is of considerable importance in Latvia's foreign trade.

TRANSPORTATION

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Latvian railway employees are subject to the general labor regulations governing additional remuneration and deductions. The average hourly earnings of railway workers, including overtime and bonuses

but not family allowances or sickness or unemployment deductions, are 0.76 to 1.15 lats for skilled artisans and their assistants and 0.42 to 0.61 lat for laborers. 465 494

Table 18 gives the basic monthly wage as well as certain bonuses for specified classes of railroad workers.

TABLE 18.—*Monthly Wages and Bonuses of Specified Classes of Railroad Workers in Latvia*

Occupation	Basic monthly wage	Monthly bonus based on—		Total monthly earnings
		Distance traveled	Oil and fuel saving	
	Lats	*Lats*	*Lats*	*Lats*
Engineers	144–222	48–80	19–29	206–320
Assistant engineers	111–156	33–42	16–18	159–216
Firemen	103–120	----------	----------	103–120
Watchmen	60–94	----------	----------	60–94
Caretakers of buildings	144–206	----------	----------	144–206
Roadmasters	144–206	----------	----------	144–206
Road foremen	111–131	----------	----------	111–131
Road-repair laborers	88–103	----------	----------	88–103
Chief conductors:				
First class	144	52	----------	196
Second class	131	52	----------	183
Freight trains	121	46	----------	167
Senior conductors	111	45	----------	156
Conductors	103	45	----------	148

Average monthly earnings of employees in motorbus and streetcar services are shown in table 19 for 1938.

TABLE 19.—*Average Monthly Earnings of Employees in Motorbus and Streetcar Services in Latvia, 1938, by Occupation*

Occupation	Average monthly earnings	Occupation	Average monthly earnings
Motorbus service:	*Lats*	Streetcar service:	*Lats*
Drivers	180	Conductors	141
Conductors, women	90	Motormen	142
Ticket inspectors	170	Ticket inspectors	200
Bus-repair shops:		Foremen, shops	240
Skilled workers	160	Starters	170
Unskilled workers	100	Line workers, skilled	135
Minors	80	Line workers, unskilled	128
		Unskilled labor, other	118

AGRICULTURE

Farm hands receive board and lodging in addition to their money wages, and often certain payments in kind are also made. The figures below indicate the average money wages paid to farm hands in 1936 and 1937. Figures for 1938 are not reported, but it is stated that wages were about 10 percent higher than in 1937. 465 241

	1936 (lats)	1937 (lats)
Annual workers:		
Males	340	372
Females	260	283
Seasonal workers:		
Males	230	258
Females	176	196
Shepherds, both sexes	114	121